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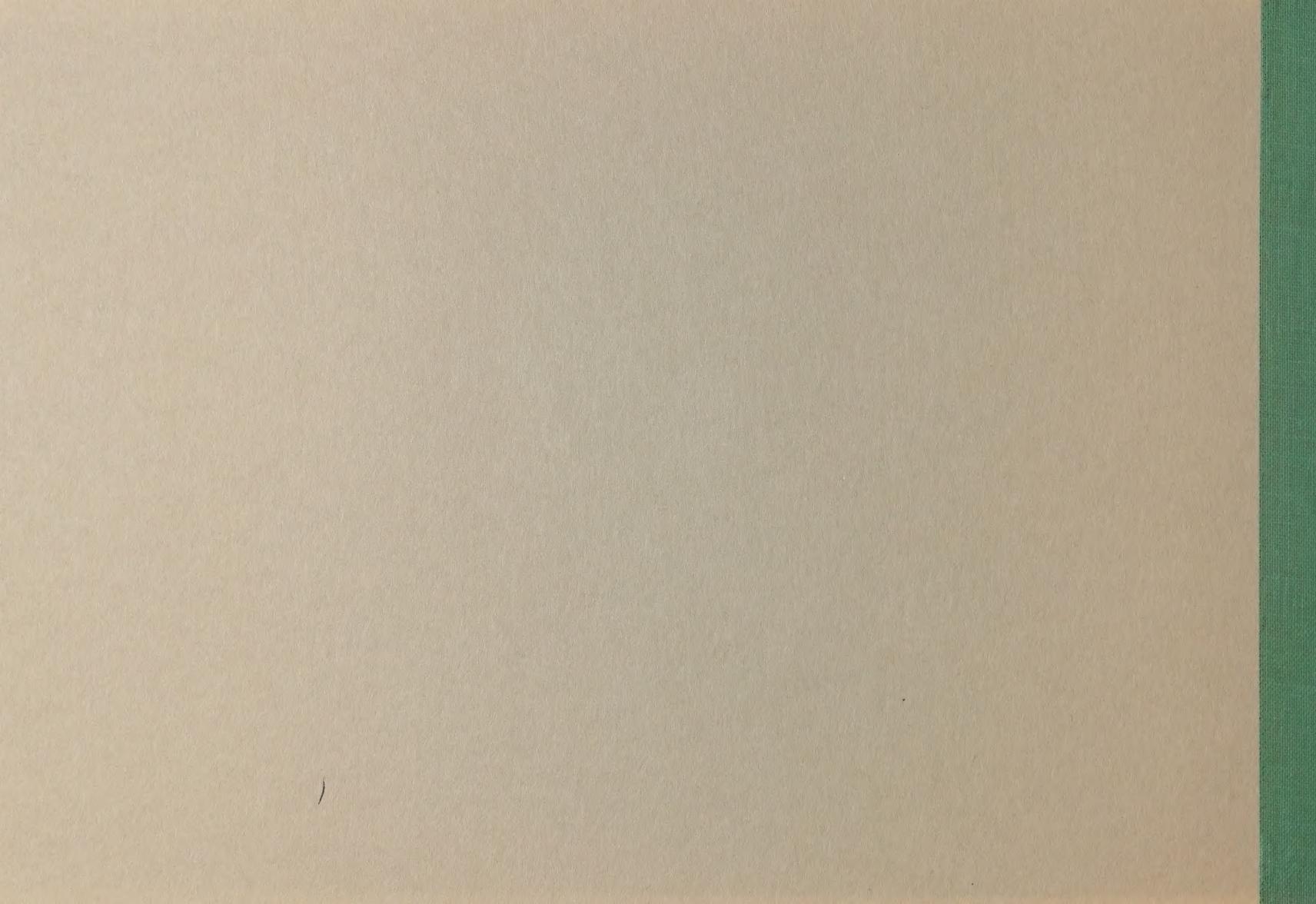


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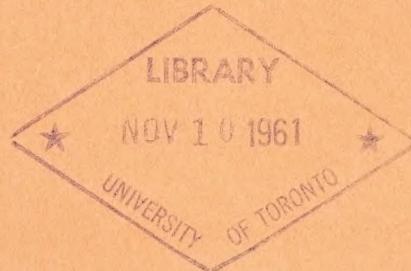
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PROVISIONS FOR INCOME SECURITY

in Canadian Manufacturing Industries



1959

ECONOMICS AND RESEARCH BRANCH, DEPARTMENT OF LABOUR, CANADA

PROVISIONS FOR INCOME SECURITY
in Canadian Manufacturing Industries



ECONOMICS AND RESEARCH BRANCH
DEPARTMENT OF LABOUR
Ottawa, October 1959

Hon. Michael Starr
Minister

A. H. Brown
Deputy Minister

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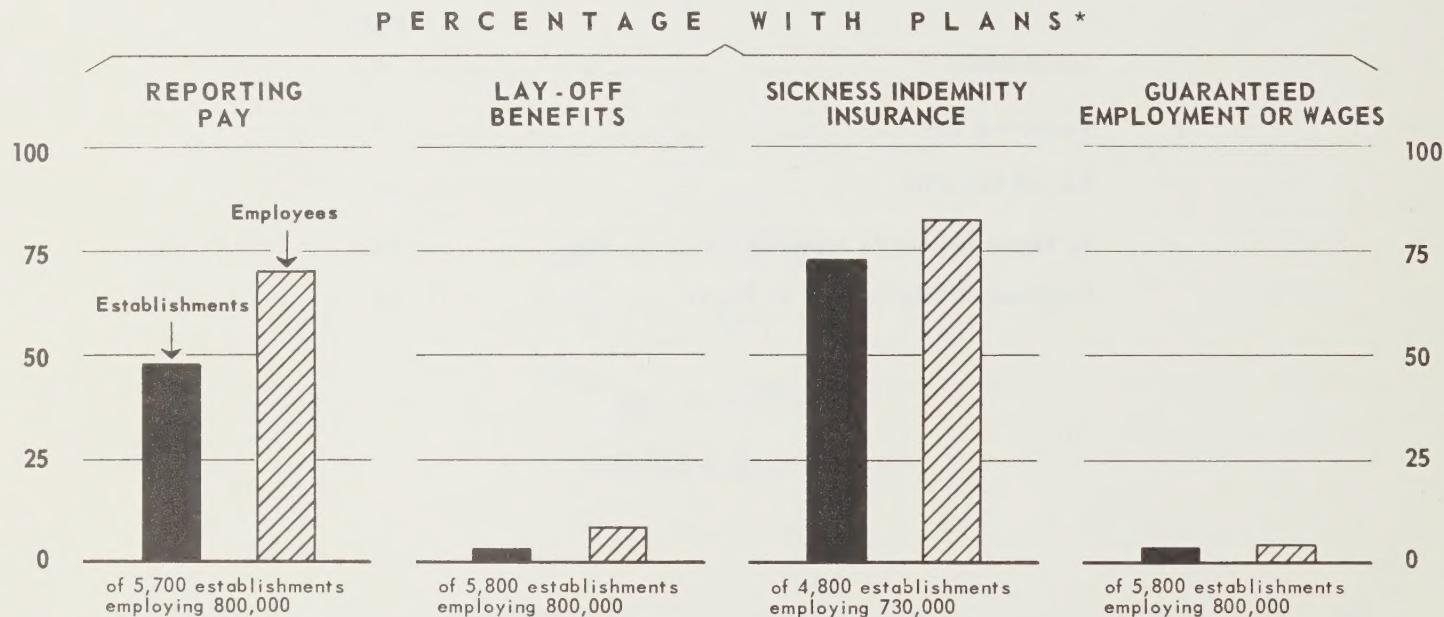
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**FOUR TYPES OF INCOME SECURITY ARRANGEMENTS
IN CANADIAN MANUFACTURING - APRIL 1957**
(Non-office workers)



* Differences in coverage among the four items are due to removal of "no reply" cases.

INTRODUCTION

An employee benefit that has become increasingly significant in the past few years is provision in one form or another to cover eventualities which would normally cause a worker to lose part or all of his income, — either temporarily or permanently.

Income security plans can take many forms; this study indicates the extent of selected types of income security arrangements in Canadian manufacturing industries in 1957. They are as follows:

Reporting pay — a guarantee of a minimum amount of pay to a worker who reports for work at the usual hour and is informed that there is no work available for him on that day.

Layoff benefits — a plan providing a fund from which benefits are paid to eligible laid-off employees, such as a supplemental unemployment benefit plan, which may or may not be related to unemployment insurance.

Accident and sickness disability indemnity insurance — insurance against the temporary loss of a worker's income due to disability resulting from an accident or illness.

Guaranteed employment or wages — a guarantee that a worker will be employed for some minimum period in a week, a month, a year or some other unit of time. The employer is obligated to schedule his activities in such a way that work will be available for his employees, since he must pay them for a specified minimum number of hours, days or weeks.

Guaranteed wages provide basically the same protection to the worker but are not contingent upon a guarantee of employment; instead they provide a form of insurance to the worker to reimburse him for part or all of the income he may lose as a result of temporary unemployment.

It can be seen that these forms of income security vary considerably in the degree of protection they afford. However, each of these forms of protection fills a particular need in meeting a special type of contingency that may curtail earnings which a worker expects to receive.

Some are more common than others. Among the manufacturing establishments covered by the 1957 Working Conditions Survey conducted by the Economics and Research Branch of the Department of Labour, —

almost half provided reporting pay;

only about 3 per cent had layoff benefits;

almost three-quarters had sickness indemnity insurance;

and only 3 per cent had any form of guaranteed employment or wages.



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REPORTING PAY

Almost half of the manufacturing establishments covered by the 1957 Working Conditions Survey, employing about 70 per cent of the plant workers, provided reporting pay.

Reporting pay was described in the survey questionnaire as guaranteed work or pay to non-office employees for a specified number of hours, upon their reporting at the usual starting time. Such a guarantee provides a certain minimum amount of pay to a worker who, arriving at his place of employment at the regularly assigned time, finds, through no fault of his own, that there is a temporary lack of work.

Table 1 indicates that the percentage of employees in plants with reporting pay plans available to them showed great variation from one industry to another, ranging from the Non-Ferrous Metal Products and Electrical Apparatus industries, with 88 per cent and 87 per cent respectively, to the Tobacco and Leather Products industries, with 27 per cent and 29 per cent respectively. Generally, however, the incidence of reporting pay was high in most industries. In eight industries, for example, reporting pay provisions were available in plants em-

	Total Manufacturing	
	Est.	Empl.
	%	%
A. Extent of Reporting Pay		
Plans in effect.....	47.6	69.7
No plans.....	52.4	31.3
Total.....	100.0	100.0
 B. Guaranteed Pay upon Reporting		
1 hour.....	1.0	.7
2 hours	14.8	17.7
3 hours	12.2	12.6
4 hours	47.1	60.3
5 to 7 hours	3.4	2.1
8 hours	17.8	5.7
9 hours	3.2	.7
10 hours .....	.5	.2
Total.....	100.0	100.0

ploying 70 per cent or more of the workers, in six industries to those employing between 50 per cent and 69 per cent and in only three industries to those accounting for less than 50 per cent.

Table 2 illustrates the response given by a selected number of smaller manufacturing subdivisions. In this group the incidence of reporting pay was somewhat higher than the average for the whole of manufacturing. Thus, in 12 of the 14 subdivisions, reporting pay was available to 70 per cent or more of the employees while in only one was this proportion less than 30 per cent. It is noteworthy that all non-office employees in the Tires and Tubes industry had reporting pay plans available to them, and virtually all employees of Motor Vehicles and Smelting and Refining of Non-Ferrous Metals.

The number of hours for which reporting pay was provided varied from one to as many as ten hours. However, among establishments which reported this benefit, 47 per cent, with 60 per cent of the workers, provided for four hours. (See table). The next most common provision was for two hours (18 per cent of the workers) and three hours (13 per cent).

The predominance of four-hour reporting pay was even

Table 1 — Reporting Pay, by Manufacturing Industries. Non-Office Workers, April 1957

No.		INDUSTRIES															
		Total Manufacturing		Food and Beverages		Tobacco Products		Rubber Products		Leather Products		Textile Products (except Clothing)		Clothing (Textile & Fur)		Wood Products	
		Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
A. Extent of Reporting Pay																	
1	(1) Plans in effect.....	2,738	550,001	411	50,759	3	2,206	23	13,134	48	4,863	136	39,308	168	20,847	317	32,688
2	(2) No plan.....	3,014	238,575	471	33,023	15	5,831	10	2,186	127	11,914	114	9,115	383	33,631	383	23,410
3	(3) Total Response.....	5,752	788,576	882	83,782	18	8,037	33	15,320	175	16,777	250	48,423	551	54,478	700	56,098
4	(4) No information given.....	353	16,377	76	4,534	—	—	1	42	8	312	11	144	33	1,691	20	484
5	(5) Total survey coverage.....	6,105	804,953	958	88,316	18	8,037	34	15,362	183	17,089	261	48,567	584	56,169	720	56,582
6	(6) Proportion (1) to (3) — (Per Cent)	47.6	69.7	46.6	60.6	16.7	27.4	69.7	85.7	27.4	29.0	54.4	81.2	30.5	38.3	45.3	58.3
B. Guaranteed Pay Upon Reporting		%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
7	1 hour.....	1.0	.7	.3	.3	—	—	—	—	—	.7	.8	1.2	.7	1.3	.5	
8	2 hours.....	14.8	17.7	4.0	7.1	33.3	29.6	8.7	5.8	4.4	10.2	13.4	6.6	11.8	13.2	42.7	55.2
9	3 hours.....	12.2	12.6	11.1	7.3	33.3	69.8	17.4	13.2	13.3	18.1	17.2	20.8	8.7	14.2	15.7	16.0
10	4 hours.....	47.1	60.3	52.8	64.6	—	—	69.6	75.9	51.0	54.2	61.3	69.3	59.7	60.6	26.8	21.5
11	5 to 7 hours.....	3.4	2.1	3.3	3.4	—	—	4.3	5.1	2.2	1.1	1.5	1.2	1.2	.3	2.9	1.7
12	8 hours.....	17.8	5.7	24.7	15.7	—	—	—	—	15.8	4.6	4.5	.9	14.9	9.5	6.1	3.2
13	9 hours.....	3.2	.7	2.3	1.0	33.3	.6	—	—	13.3	11.8	.7	.1	2.5	1.5	3.2	1.3
14	10 hours.....	.5	.2	1.5	.6	—	—	—	—	—	.7	.3	—	—	1.3	.6	
15	Total %.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
16	Total No. ¹	2,668	544,763	396	49,733	3	2,206	23	13,134	45	4,724	134	39,058	161	20,467	313	32,424

¹Some establishments reporting the existence of a plan gave no details about it. They are necessarily excluded from the total in Part B of this table, to which the percentages relate.

Table 1 — Reporting Pay, by Manufacturing Industries. Non-Office Workers, April 1957

INDUSTRIES																			
Paper Products		Printing and Publishing		Iron and Steel Products		Transportation Equipment		Non-Ferrous Metal Products		Electrical Apparatus & Supplies		Non-Metallic Mineral Products		Petroleum & Coal Products		Chemical Products		Miscellaneous Manufacturing	
Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
																			No.
172	55,737	216	16,310	429	98,494	237	90,308	94	35,502	110	45,249	123	17,080	27	4,696	155	14,858	69	7,962 1
105	13,925	192	11,171	366	34,245	316	18,657	78	4,973	66	6,910	100	4,708	17	3,913	160	14,194	111	6,769 2
277	69,662	408	27,481	795	132,739	553	108,965	172	40,475	176	52,159	223	21,788	44	8,609	315	29,052	180	14,731 3
23	269	22	725	28	1,144	59	3,575	8	305	6	78	12	176	13	1,188	25	1,372	8	338 4
300	69,931	430	28,206	823	133,883	612	112,540	180	40,780	182	52,237	235	21,964	57	9,797	340	30,424	188	15,069 5
62.1	80.0	52.9	59.4	54.0	74.2	42.9	82.9	54.7	87.7	62.5	86.8	55.2	78.4	61.4	54.5	49.2	51.1	38.3	54.0 6
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
—	—	.5	.3	1.2	.3	3.1	2.5	1.1	1.1	—	—	1.7	.8	3.8	.2	.7	.2	2.9	2.3 7
45.0	70.8	2.9	2.2	9.0	9.4	13.5	13.9	5.5	.7	1.8	.9	11.6	5.8	23.1	24.2	13.9	22.7	2.9	4.6 8
8.2	3.8	4.9	2.3	8.8	10.5	7.0	8.4	8.8	13.8	14.7	10.8	23.1	41.4	15.4	13.0	23.2	34.7	23.3	26.1 9
33.3	21.8	16.7	12.6	66.1	73.7	41.0	71.4	64.8	82.2	74.4	87.0	48.7	49.2	23.1	41.1	32.4	30.0	42.1	49.8 10
1.7	.5	17.6	32.9	1.2	1.7	2.2	.3	4.4	.9	1.8	.1	2.5	.9	—	—	.7	.1	4.3	3.9 11
9.4	2.9	55.9	49.3	9.2	3.3	25.8	2.7	14.3	1.2	6.4	1.1	7.4	1.0	34.6	21.5	25.8	11.2	21.7	12.3 12
1.8	.2	1.5	.4	4.3	.9	7.4	.8	1.1	.1	.9	.1	5.0	.9	—	—	3.3	1.1	1.4	.2 13
.6	.0	—	—	.2	.2	—	—	—	—	—	—	—	—	—	—	—	—	1.4	.8 14
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0 15
171	55,647	204	15,582	422	98,075	229	89,707	91	35,455	109	44,711	121	17,023	26	4,521	151	14,334	69	7,962 16

Table 2 -- Reporting Pay, by 14 Sub-Groups in Manufacturing, Non-Office Workers, April 1957

No.		INDUSTRIES											
		Flour Mills		Malt Liquors		Tires and Tubes		Cotton Goods		Woollen Goods		Men's, Women's and Children's Clothing	
		Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
A. Extent of Reporting Pay													
1	(1) Plans in effect	19	2,709	37	6,144	7	7,213	41	18,374	39	6,452	96	9,753
2	(2) No plan.....	8	246	12	910	—	—	20	1,634	24	1,882	245	23,603
3	(3) Total Response.....	27	2,955	49	7,054	7	7,213	61	20,008	63	8,334	341	33,856
4	(4) No information given.....	2	48	—	—	—	—	1	—	2	47	17	964
5	(5) Total survey coverage.....	29	3,003	49	7,054	7	7,213	62	20,008	65	8,381	358	34,320
6	(6) Proportion (1) to (3) - (Per Cent)...	70.4	91.7	75.5	87.1	100.0	100.0	67.2	91.8	61.9	77.4	28.2	29.2
B. Guaranteed Pay Upon Reporting		%	%	%	%	%	%	%	%	%	%	%	%
7	1 hour	—	—	—	—	—	—	—	—	—	—	—	—
8	2 hours	—	—	8.1	16.4	—	—	5.0	4.4	15.8	7.3	6.6	5.9
9	3 hours	5.3	13.2	2.7	1.0	—	—	10.0	4.9	13.2	23.3	7.7	10.2
10	4 hours	94.7	86.8	56.8	48.7	100.0	100.0	85.0	90.7	68.4	68.9	63.7	65.4
11	5 to 7 hours	—	—	32.4	33.9	—	—	—	—	—	—	2.2	.7
12	8 hours	—	—	—	—	—	—	—	—	—	—	18.7	16.7
13	9 hours	—	—	—	—	—	—	—	—	2.6	.5	1.1	1.1
14	10 hours	—	—	—	—	—	—	—	—	—	—	—	—
15	Total %.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
16	Total No. ¹	19	2,709	37	6,144	7	7,213	40	18,154	38	6,422	91	9,530

¹Some establishments reporting the existence of a plan gave no details about it. They are necessarily excluded from the total in Part B of this table, to which the percentages relate.

Table 2 — Reporting Pay, by 14 Sub-Groups in Manufacturing, Non-Office Workers, April 1957

INDUSTRIES															No.	
Agricultural Implements		Aircraft and Parts		Motor Vehicles		Brass and Copper Products		Smelting and Refining Non-Ferrous Metals		Radios and Radio Parts		Paints and Varnishes		Soaps, Washing and Cleaning Compounds		No.
Est.	Emp1.	Est.	Emp1.	Est.	Emp1.	Est.	Emp1.	Est.	Emp1.	Est.	Emp1.	Est.	Emp1.	Est.	Emp1.	No.
18	8,764	18	22,644	12	28,437	28	4,092	17	24,738	28	7,020	15	1,225	8	1,242	1
13	645	11	3,502	2	185	20	1,285	1	253	12	1,533	26	1,682	9	327	2
31	9,409	29	26,146	14	28,622	48	5,377	18	24,991	40	8,553	41	2,907	17	1,569	3
2	—	—	—	1	—	3	110	—	—	1	25	2	33	5	570	4
33	9,409	29	26,146	15	28,622	51	5,487	18	24,991	41	8,578	43	2,940	22	2,139	5
58.1	93.1	62.1	86.6	85.7	99.4	58.3	76.1	94.4	99.0	70.0	82.1	36.6	42.1	47.1	79.2	6
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
—	—	—	—	—	—	3.6	9.8	—	—	—	—	—	—	—	—	7
18.8	24.1	11.1	6.5	8.3	2.8	7.1	3.3	—	—	—	—	—	—	12.5	34.1	8
—	—	11.1	6.8	8.3	.0	10.7	26.0	11.8	13.9	17.9	29.7	—	—	—	—	9
68.7	75.5	66.7	85.7	75.1	96.9	60.7	57.9	88.2	86.1	64.2	67.2	60.0	79.3	37.5	56.8	10
—	—	—	—	8.3	.3	3.6	1.2	—	—	3.6	.1	—	—	—	—	11
—	—	11.1	1.0	—	—	14.3	1.8	—	—	10.7	2.1	26.7	15.8	12.5	.9	12
12.5	.4	—	—	—	—	—	—	—	—	3.6	.9	13.3	4.9	37.5	8.2	13
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	14
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	15
16	8,722	18	22,644	12	28,437	28	4,092	17	24,738	28	7,020	15	1,225	8	1,242	16

more marked among particular industries (Table 1). In 12 of the 17 manufacturing industries, four hours was the most common provision. Two-hour and three-hour reporting pay was predominant in only four industries, while a guarantee of eight hours was the most common in Printing and Publishing.

The extent of four-hour reporting pay was even more widespread among the selected sub-group industries (Table 2). In all 14 groups that were examined the four-hour provision was the most common, and in all but three it extended to over 60 per cent of the employees. Indeed, four hours was the guarantee for all workers in Tires and Tubes manufacturing, and it was the rule for over 85 per cent of the employees in five other groups.

It will be seen from Table 3 that the prevalence of reporting pay varied directly with the size of the establishment. Some 39 per cent of establishments having from 1 to 49 plant

employees provided reporting pay, in contrast to 73 per cent of the establishments having 200 to 499 employees and 88 per cent of the establishments employing 1,000 or more.

Similarly, the popular four-hour provision was most extensive in larger establishments. However, it will also be noticed that the four-hour provision was most common where the eight-hour provision was the least common. For example, eight-hour reporting pay was provided for about 27 per cent of the employees in the smallest establishments but was less common in the larger establishments and it applied to less than two per cent of the employees in the largest establishments.

Thus it is seen that the provision of reporting pay has become quite extensive in most manufacturing industries; that the most prevalent guarantee has been for four hours' pay; and, finally, that the greater the establishment size the greater the extent of this provision.

Table 3 — Reporting Pay, by Size of Establishment in Manufacturing, Non-Office Workers, April 1957

	ESTABLISHMENT SIZE											
	1-49 Employees		50-99 Employees		100-199 Employees		200-499 Employees		500-999 Employees		1,000 or more Employees	
	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
A. Extent of Reporting Pay												
(1) Plans in effect.....	1,091	27,545	548	38,657	453	64,738	406	127,808	158	108,130	81	183,118
(2) No plans	1,689	42,691	732	51,179	386	52,951	152	42,640	41	27,756	11	21,358
(3) Total response.....	2,780	70,236	1,280	89,836	839	117,689	558	170,448	199	135,886	92	204,476
(4) No information given.....	167	3,915	61	4,307	20	2,516	16	5,059	1	580	—	—
(5) Total survey coverage.....	2,947	74,151	1,341	94,143	859	120,205	574	175,507	200	136,466	92	204,476
(6) Proportion (1) to (3) — (Per Cent)....	39.2	39.2	42.8	43.0	54.0	55.0	72.8	75.0	79.4	79.6	88.0	89.6
	%	%	%	%	%	%	%	%	%	%	%	%
B. Guaranteed Pay Upon Reporting												
1 hour	1.3	1.4	.9	.9	.9	.8	.7	.8	—	—	1.2	1.0
2 hours	11.4	12.5	14.9	14.5	12.4	12.8	20.0	20.6	25.8	26.4	23.5	13.6
3 hours	10.3	9.0	12.1	13.0	14.9	14.8	11.9	12.5	17.4	18.0	13.6	9.2
4 hours	36.8	39.9	48.4	49.1	56.2	56.3	58.6	57.9	51.7	50.6	58.0	74.3
5 to 7 hours	3.9	3.9	3.8	3.5	2.9	3.0	2.4	2.2	3.2	3.2	1.2	.6
8 hours	30.2	27.5	15.6	15.0	10.4	10.2	5.9	5.6	1.9	1.8	2.5	1.3
9 hours	5.3	5.1	3.9	3.6	1.4	1.2	.5	.4	—	—	—	—
10 hours .....	.8	.7	.4	.4	.9	.9	—	—	—	—	—	—
Total %.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total No. ¹	1,048	26,624	537	37,838	442	63,369	404	127,187	155	106,622	81	183,118

¹Some establishments reporting the existence of a plan gave no details about it. They are necessarily excluded from the total in Part B of this table, to which the percentages relate.

LAYOFF BENEFITS

The survey indicated that the provision of income security in the form of layoff benefits was not very extensive in manufacturing industries. This type of plan was only reported by about three per cent of the establishments surveyed, employing eight per cent of the plant workers.

Layoff benefits were defined in the 1957 survey questionnaire as "a plan providing a fund from which benefits are paid to eligible laid-off employees", such as a supplemental unemployment benefit plan, which may or may not be related to unemployment insurance.

Table 4 shows that the practice of providing such benefits varied widely from industry to industry. In the Rubber Products and Transportation Equipment industries, 42 and 33 per cent respectively of their non-office workers were in establishments reporting such plans, while two industries, Tobacco Products and Petroleum and Coal Products, reported no layoff benefit provisions. Of the remaining 13 groups, the percentage of employees who had layoff benefits available was four per cent or less in 11 industrial groups, five per cent in one group and almost seven per cent in one group.

Total Manufacturing		
Layoff Benefit Plans	Est.	Empl.
	%	%
Plans in effect	2.9	7.8
No plans	97.1	92.2
Total.....	100.0	100.0
Total (No.)	5,854	795,307

The same variation was shown among the manufacturing subdivisions which were examined. Table 5 shows that in four of the 14 sub-groups no such provisions were reported, while in six of them the provisions was in effect in plants accounting for less than four per cent of the employees. However, in the other four sub-groups, in Malt Liquors, Tires and Tubes, Agricultural Implements, and Motor Vehicles, the incidence of the benefits was much higher, ranging from 27 to 98 per cent of the plant workers.

In Table 6 the provision of layoff benefits is viewed in terms of establishment size. As was the case with reporting pay, the extent of layoff benefits appeared to be directly related to the size of the establishment. In the smaller establishments about two per cent of the non-office workers were in plants reporting this benefit, while the proportion was just under five per cent in the medium sized establishments and 20 per cent in the largest places of employment.

In summary, while the provision of layoff benefits was not widespread, it was greater in the larger establishments.

Table 4 — Layoff Benefits, by Manufacturing Industries, Non-Office Workers, April 1957

Layoff Benefits	INDUSTRIES																	
	Total Manufacturing		Food and Beverages		Tobacco Products		Rubber Products		Leather Products		Textile Products (except Clothing)		Clothing (Textile & Fur)		Wood Products		Paper Products	
	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Plans in effect.....	2.9	7.8	2.6	3.5	—	—	21.2	41.6	1.1	1.9	2.8	1.8	2.7	2.5	2.0	.7	1.4	.5
No plans	97.1	92.2	97.4	96.5	100.0	100.0	78.8	58.4	98.9	98.1	97.2	98.2	97.3	97.5	98.0	99.3	98.6	99.5
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Total Response ¹	5,861	795,307	913	87,048	18	8,037	33	15,320	175	16,723	250	48,260	558	54,313	690	55,119	279	69,731
Total Survey Coverage	6,105	804,953	958	88,316	18	8,037	34	15,362	183	17,089	261	48,567	584	56,169	720	56,582	300	69,981

Layoff Benefits	INDUSTRIES																	
	Printing and Publishing		Iron and Steel Products		Transportation Equipment		Non-Ferrous Metal Products		Electrical Apparatus & Supplies		Non-Metallic Mineral Products		Petroleum and Coal Products		Chemical Products		Miscellaneous Manufacturing	
	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Plans in effect	2.1	1.8	3.0	6.8	6.9	33.1	1.2	.2	1.7	2.0	2.2	5.0	—	—	2.5	.9	1.6	1.8
No plans	97.9	98.2	97.0	93.2	93.1	66.9	98.8	99.8	98.3	98.0	97.8	95.0	100.0	100.0	97.5	99.1	98.4	98.2
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Total Response ¹	421	28,086	797	132,142	590	111,290	172	40,572	178	52,227	224	21,546	57	9,797	324	30,153	182	14,943
Total Survey Coverage.....	430	28,206	823	133,883	612	112,540	180	40,780	182	52,237	235	21,964	57	9,797	340	30,424	188	15,069

¹Some establishments reporting the existence of a plan gave no details about it. They are necessarily excluded from this total, to which the percentages relate.

Table 5 — Layoff Benefits, 14 Sub-Groups in Manufacturing, Non-Office Workers, April 1957

Layoff Benefits	INDUSTRIES													
	Flour Mills		Malt Liquors		Tires and Tubes		Cotton Goods		Woollen Goods		Men's, Women's and Children's Clothing		Agricultural Implements	
	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Plans in effect.....	—	—	8.3	26.6	71.4	75.5	1.7	2.1	1.6	.3	3.5	3.6	19.4	53.9
No plan	100.0	100.0	91.7	73.4	28.6	24.5	98.3	97.9	98.4	99.7	96.5	96.4	80.6	46.1
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Total Response ¹	27	2,880	48	6,942	7	7,213	60	19,887	64	8,354	342	32,816	31	9,409
Total Survey Coverage	29	3,003	49	7,054	7	7,213	62	20,008	65	8,381	358	34,320	33	9,409

Layoff Benefits	INDUSTRIES													
	Aircraft and Parts		Motor Vehicles		Brass and Copper Products		Smelting and Refining Non-Ferrous Metals		Radios and Radio Parts		Paints and Varnishes		Soaps, Washing and Cleaning Compounds	
	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Plans in effect.....	3.4	.3	53.8	97.7	2.0	1.0	—	—	—	—	2.5	1.0	—	—
No plan.....	96.6	99.7	46.2	2.3	98.0	99.0	100.0	100.0	100.0	100.0	97.5	99.0	100.0	100.0
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Total Response ¹	29	26,146	13	28,553	49	5,456	18	24,991	41	8,578	40	2,766	21	2,122
Total Survey Coverage	29	26,146	15	28,622	51	5,487	18	24,991	41	8,578	43	2,940	22	2,139

¹Some establishments reporting the existence of a plan gave no details about it. They are necessarily excluded from this total, to which the percentages relate.

Table 6 — Layoff Benefits by Size of Manufacturing Establishment, Non-Office Workers, April 1957

Layoff Benefits	ESTABLISHMENT SIZE											
	1-49 Employees		50-99 Employees		100-199 Employees		200-499 Employees		500-999 Employees		1,000 and over Employees	
	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
	%	%	%	%	%	%	%	%	%	%	%	%
Plans in effect	2.7	2.5	2.0	2.0	2.5	2.3	4.2	4.8	4.5	4.6	12.1	20.1
No plan.....	97.3	97.5	98.0	98.0	97.5	97.7	95.8	95.2	95.5	95.4	87.9	79.9
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Total Response ¹	2,839	71,635	1,309	91,967	844	118,296	570	174,280	199	135,840	91	203,284
Total Survey Coverage.....	2,947	74,151	1,341	94,143	859	120,205	574	175,507	200	136,466	92	204,476

¹Some establishments reporting the existence of a plan gave no details about it. They are necessarily excluded from this total, to which the percentages relate.

SICKNESS INDEMNITY INSURANCE

Almost three-quarters of all manufacturing establishments responding to the 1957 Survey, with about 90 per cent of all plant employees, reported having a sickness indemnity plan or what has been called "cash compensation insurance": which was defined in the Survey questionnaire as an "insurance plan providing cash compensation for wage loss due to illness."

Table 7 indicates that in contrast to some of the other types of income security, the provision of cash compensation insurance did not show such wide variations in incidence from one industry to another. In none of the 17 groups of manufacturing industries were less than 60 per cent of non-office workers in establishments with such a plan. In fact, in seven of the groups, between 90 and 100 per cent of the plant workers had this benefit available to them. In eight other groups between 70 and 90 per cent of non-office employees were in such establishments; in the remaining two groups the extent by proportion of employees was between 60 and 70 per cent.

It will be seen from Table 7 that most employers paid at

Total Manufacturing		
	Est.	Empl.
	%	%
A. Extent of Sickness Indemnity Insurance		
Plans in effect	72.8	87.4
No plans	27.2	12.6
Total	100.0	100.0
B. Employer Contribution		
Proportion varies according to salary .....	.5	.4
None	5.3	7.8
Some but proportion not stated..	2.4	2.5
Less than 25%	1.6	.9
25% to 49%	9.8	10.7
50%.....	49.7	37.8
51% to 99%	15.0	15.7
100%	15.7	24.2
Total	100.0	100.0
Total (No.)	3,258	594,450

least half the cost of the plan. Thus, in 11 of the 17 groups the largest concentration of employees was found in plants where the employer paid 50 per cent of the cost; in 5 others where the employer paid 100 per cent and in the remaining group where the employer paid between 50 and 100 per cent.

Sickness indemnity plans were even more extensive in the manufacturing sub-groups which were examined. Table 8 shows that in all 14 of these groups at least 70 per cent of the employees were in establishments with such plans. In five of them the insurance was provided for between 70 and 90 per cent of the non-office employees; in seven other groups, for 90 to 100 per cent; and in Tires and Tubes and Aircraft and Parts, for all employees.

The general practice of employers to assume at least half the cost of sickness indemnity plan was even more pronounced in the 14 industry sub-groups examined. In six of them plants paying the full cost accounted for a larger proportion of employees than those with any other sharing arrangement: in one group 51 to 99 per cent was predominant

and in six others it was 50 per cent.

The prevalence of the plans varied directly with establishment size; thus, the greater the size, the higher the frequency of sickness indemnity insurance. It will be seen from Table 9 that a plan was made available to 65 per cent of all plant employees in the smallest establishments compared with 95 per cent in the largest ones.

While there was a decided positive correlation between establishment size and the incidence of the plans, there was no comparative correlation between establishment size and employer contribution. Table 9 shows that there was a 100-percent employer contribution for 12 per cent of the employees

in the smallest establishments and for almost 34 per cent in the largest, while the 50-per-cent contribution applied to 53 per cent of the workers in the smallest establishments and 23 per cent in the largest. The over-all result was that the proportion of employees in establishments in which the employer contributed anything from 50 to 100 per cent was about 80 per cent in the smallest establishments and 73 per cent in the largest ones.

In summary, the survey shows that the provision of sickness indemnity insurance was more extensive than reporting pay and layoff benefit plans. Similarly, while the most common employer contribution towards the cost of such plans was 50 per cent, a substantial number of employers paid the full cost.

Table 7 -- Sickness Indemnity Insurance, by Manufacturing Industries, Non-Office Workers, April 1957

No.		INDUSTRIES															
		Total Manufacturing		Food and Beverages		Tobacco Products		Rubber Products		Leather Products		Textile Products (except Clothing)		Clothing (Textile & Fur)		Wood Products	
		Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
	A. Extent of Sickness Indemnity Insurance																
1	(1) Plans in effect.....	3,501	638,148	550	62,594	11	6,981	27	14,495	82	10,331	169	43,624	198	28,275	364	38,765
2	(2) No plans.....	1,309	92,317	223	16,312	4	942	3	611	46	3,462	37	2,450	146	9,566	179	9,887
3	(3) Total response.....	4,810	730,465	773	78,906	15	7,923	30	15,106	128	13,793	206	46,074	344	37,841	543	48,652
4	(4) No information given.....	1,295	74,488	185	9,410	3	114	4	256	55	3,296	55	2,493	240	18,328	177	7,930
5	(5) Total survey coverage.....	6,105	804,953	958	88,316	18	8,037	34	15,362	183	17,089	261	48,567	584	56,169	720	56,582
6	Proportion (1) to (3) - (Per Cent)	72.8	87.4	71.2	79.3	73.3	88.1	90.0	96.0	64.1	74.9	82.0	94.7	57.6	74.7	67.0	79.7
		%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
	B. Employer Contribution																
7	Proportion varies according to salary	.5	.4	1.4	.6	—	—	—	—	1.3	.3	—	—	.6	1.6	—	—
8	None.....	5.3	7.8	5.3	2.5	—	—	3.8	3.2	5.2	3.2	1.9	1.8	4.7	2.9	4.6	4.0
9	Some but proportion not stated.....	2.4	2.5	3.4	3.5	—	—	—	—	2.6	2.1	.6	.2	6.4	4.9	2.6	2.7
10	Less than 25%.....	1.6	.9	3.2	3.1	—	—	—	—	2.6	1.4	—	—	5.3	4.6	1.2	1.2
11	25% to 49%.....	9.8	10.7	8.5	6.6	—	—	—	—	15.6	17.5	10.7	11.7	9.3	16.0	12.2	11.4
12	50%.....	49.7	37.8	50.0	48.8	10.0	.9	26.9	9.4	55.8	60.2	33.3	21.0	38.1	29.4	62.3	67.4
13	51% to 99%.....	15.0	15.7	12.8	11.2	—	—	11.5	17.1	10.4	8.9	25.2	37.3	18.1	15.2	11.3	8.5
14	100%.....	15.7	24.2	15.4	23.7	90.0	99.1	57.8	70.3	6.5	6.4	28.3	28.0	17.5	25.4	5.8	4.8
15	Total %.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
16	Total No. ¹	3,258	594,490	507	59,512	10	6,758	26	13,821	77	9,762	159	41,896	171	24,777	345	37,274

¹Some establishments reporting the existence of a plan gave no details about it. They are necessarily excluded from the total in Part B of this table, to which the percentages relate.

Table 7 — Sickness Indemnity Insurance, by Manufacturing Industries, Non-Office Workers, April 1957

INDUSTRIES																			
Paper Products		Printing and Publishing		Iron and Steel Products		Transportation Equipment		Non-Ferrous Metal Products		Electrical Apparatus & Supplies		Non-Metallic Mineral Products		Petroleum & Coal Products		Chemical Products		Miscellaneous Manufacturing	
Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
																		No.	
209	61,062	188	14,840	569	119,979	409	100,736	113	31,377	135	46,936	145	16,925	28	7,235	217	25,757	87	8,236 1
46	5,611	127	8,765	131	6,412	106	5,027	41	8,351	31	3,158	52	3,026	18	2,384	67	2,577	52	3,776 2
255	66,673	315	23,605	700	126,391	515	105,763	154	39,728	166	50,094	197	19,951	46	9,619	284	28,334	139	12,012 3
45	3,258	115	4,601	123	7,492	97	6,777	26	1,052	16	2,143	38	2,013	11	178	56	2,090	49	3,057 4
300	69,931	430	28,206	823	133,883	612	112,540	180	40,780	182	52,237	235	21,964	57	9,797	340	30,424	188	15,069 5
82.0	91.6	59.7	62.9	81.3	94.9	79.4	95.2	73.4	79.0	81.3	93.7	73.6	84.8	60.9	75.2	76.4	90.9	62.6	68.6 6
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
1.1	2.1	1.2	.6	.2	—	—	—	—	—	—	—	7.4	5.2	—	—	—	—	7	
15.1	21.2	5.5	7.3	4.3	2.6	5.7	14.8	6.9	1.9	9.0	16.5	5.3	18.0	3.7	6.6	1.4	1.8	3.4	8.6 8
4.3	5.1	6.1	4.1	1.3	4.2	1.0	1.2	2.0	1.0	2.3	.3	1.5	.3	—	—	.5	.1	1.1	1.6 9
3.2	2.4	1.8	1.5	1.1	.2	.3	.1	1.0	.2	—	—	—	—	—	—	1.4	.5	1.1	.1 10
11.3	18.4	9.1	9.7	10.8	11.8	12.0	17.3	12.7	6.8	2.2	.9	11.4	8.8	—	—	5.2	2.1	10.3	7.4 11
40.3	36.1	49.6	50.0	48.3	41.1	63.0	26.0	43.1	61.2	44.4	26.1	51.5	37.1	14.9	14.5	46.8	46.1	54.1	47.2 12
18.8	10.0	21.2	22.1	15.6	21.1	8.1	6.8	17.6	7.3	17.3	22.8	19.7	24.1	22.2	10.8	15.7	16.2	15.0	17.4 13
5.9	4.7	5.5	4.7	18.4	19.0	9.9	33.8	16.7	22.1	24.8	33.4	10.6	11.7	51.8	62.9	29.0	33.2	15.0	17.7 14
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0 15	
186	54,256	165	13,305	538	110,587	383	91,597	102	27,856	133	46,624	132	15,889	27	7,072	210	25,268	87	8,236 16

Table 8 — Sickness Indemnity Insurance, by 14 Manufacturing Sub-Groups, Non-Office Workers, April 1957

No.		INDUSTRIES											
		Flour Mills		Malt Liquors		Tires and Tubes		Cotton Goods		Woollen Goods		Men's, Women's and Children's Clothing	
		Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
A. Extent of Sickness Indemnity Insurance													
1 (1) Plans in effect.....		18	2,171	33	4,044	7	7,213	45	18,977	43	6,847	102	14,723
2 (2) No plans		5	259	7	1,562	—	—	6	338	5	661	83	6,200
3 (3) Total response		23	2,430	40	5,606	7	7,213	51	19,315	48	7,508	185	20,923
4 (4) No information given.....		6	573	9	1,448	—	—	11	693	17	873	173	13,397
5 (5) Total survey coverage		29	8,003	49	7,054	7	7,213	62	20,008	65	8,381	358	34,320
6 (6) Proportion (1) to (3) - (Per Cent)		78.3	89.3	82.5	72.1	100.0	100.0	88.2	98.3	89.6	91.2	55.1	70.4
		%	%	%	%	%	%	%	%	%	%	%	%
B. Employer Contribution													
7 Proportion varies according to salary.		—	—	—	—	—	—	—	—	—	—	—	—
8 None.....		12.5	9.0	6.5	6.9	—	—	4.8	3.6	—	—	5.9	5.0
9 Some but proportion not stated.....		—	—	—	—	—	—	2.4	.4	—	—	9.4	6.9
10 Less than 25%		6.3	2.3	—	—	—	—	—	—	—	—	9.4	8.8
11 25% to 49%		18.8	24.5	—	—	—	—	—	—	14.0	21.2	7.1	18.0
12 50%.....		56.1	54.7	35.5	25.0	—	—	19.0	9.0	41.8	30.6	31.8	18.5
13 51% to 99%		—	—	6.4	1.7	—	—	35.7	57.6	23.3	27.8	18.8	12.8
14 100%.....		6.3	9.5	51.6	66.4	100.0	100.0	38.1	29.4	20.9	20.4	17.6	30.0
15 Total %.....		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
16 Total No. ¹		16	2,072	31	3,749	7	7,213	42	18,342	43	6,847	85	12,576

¹Some establishments reporting the existence of a plan gave no details about it. They are necessarily excluded from the total in Part B of this table, to which the percentages relate.

Table 8 — Sickness Indemnity Insurance, by 14 Manufacturing Sub-Groups, Non-Office Workers, April 1957

INDUSTRIES															No.	
Agricultural Implements		Aircraft and Parts		Motor Vehicles		Brass and Copper Products		Smelting and Refining Non-Ferrous Metals		Radios and Radio Parts		Paints and Varnishes		Soaps, Washing and Cleaning Compounds		No.
Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	
21	8,797	23	25,779	11	28,397	35	5,003	15	18,492	30	6,512	27	2,258	12	1,909	1
5	485	1	11	2	156	10	267	2	6,476	6	411	11	495	5	121	2
26	9,282	24	25,790	13	28,553	45	5,270	17	24,968	36	6,923	38	2,753	17	2,030	3
7	127	5	356	2	69	6	217	1	23	5	1,655	5	187	5	109	4
33	9,409	29	26,146	15	28,622	51	5,487	18	24,991	41	8,578	43	2,940	22	2,139	5
80.8	95.0	95.8	100.0	84.6	99.5	77.8	94.9	88.2	74.1	83.3	94.1	71.1	82.0	70.6	94.0	6
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	7
—	—	5.0	.3	9.1	33.3	3.1	2.5	—	—	13.8	8.6	—	—	18.2	23.0	8
—	—	—	—	9.1	.8	—	—	—	—	3.4	.7	—	—	—	—	9
—	—	—	—	—	—	3.1	1.2	—	—	—	—	3.8	1.1	—	—	10
15.8	2.2	35.0	48.9	9.1	.3	21.9	8.5	7.6	1.8	—	—	15.3	12.2	—	—	11
31.6	27.1	30.0	9.1	18.2	.5	34.3	35.4	69.3	73.3	44.9	45.7	42.4	46.8	63.6	43.3	12
5.3	.5	10.0	6.9	18.2	3.8	15.7	13.6	—	—	10.3	11.9	15.4	11.1	—	—	13
47.3	70.2	20.0	34.8	36.3	61.3	21.9	38.8	23.1	24.9	27.6	33.1	23.1	28.8	18.2	33.7	14
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	15
19	8749	20	22,057	11	28,397	32	4,686	13	15,828	29	6,362	26	2,158	11	1,892	16

Table 9 — Sickness Indemnity Insurance by Size of Establishment, Non-Office Workers, April 1957

	ESTABLISHMENT SIZE											
	1 to 49 Employees		50 to 99 Employees		100 to 199 Employees		200 to 499 Employees		500 to 999 Employees		1,000 and over Employees	
	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
A. Extent of Sickness Indemnity Insurance												
(1) Plans in effect.....	1,352	35,988	796	56,196	613	87,363	483	150,396	174	119,016	83	189,189
(2) No plans.....	813	19,631	292	20,176	128	17,097	55	15,712	15	9,756	5	9,945
(3) Total response.....	2,165	55,619	1,088	76,372	741	104,460	538	166,108	189	128,772	88	199,134
(4) No information given.....	782	18,532	253	17,771	118	15,745	36	9,399	11	7,694	4	5,342
(5) Total survey coverage.....	2,947	74,151	1,341	94,143	859	120,205	574	175,507	200	136,466	92	204,476
(6) Proportion (1) to (3) — (Per Cent)	62.4	64.7	73.2	73.6	82.7	83.6	89.8	90.5	92.1	92.4	94.3	95.0
	%	%	%	%	%	%	%	%	%	%	%	%
B. Employer Contribution												
Proportion varies according to age and salary	.7	.7	.1	.1	.7	.8	.2	.3	—	—	1.4	.6
None	4.9	4.1	5.5	5.3	4.0	4.1	6.0	6.1	9.0	9.1	9.6	11.5
Some but proportion not stated	2.9	3.0	1.5	1.5	1.9	1.9	3.1	2.9	3.0	2.9	1.4	2.4
Less than 25%.....	1.8	2.1	2.1	2.3	1.1	.9	1.4	1.1	1.2	1.2	—	—
25% to 49%.....	9.9	10.5	11.2	11.4	8.4	8.7	8.9	8.4	10.8	11.2	12.3	12.9
50%	54.5	52.8	50.1	50.0	52.0	50.7	39.2	39.2	39.3	39.0	26.0	23.1
51% to 99%.....	13.6	14.7	15.8	15.7	14.9	14.6	18.3	18.3	13.2	13.1	17.8	15.6
100%	11.7	12.1	13.7	13.7	17.0	18.3	22.9	23.2	23.5	23.5	31.5	33.9
Total %.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total No. ¹	1,253	33,324	746	52,818	571	81,222	449	140,180	166	114,061	73	172,885

¹Some establishments reporting the existence of a plan gave no details about it. They are necessarily excluded from the total in Part B of this table, to which the percentages relate.

GUARANTEED EMPLOYMENT OR WAGES

The provision of income security through a guarantee of employment or wages was not very widespread in 1957. Only three per cent of the establishments covered by the survey, with less than four per cent of the workers, reported any form of guaranteed employment or wages.

The survey questionnaire defined a guarantee of employment or wages as "a formal guarantee which assures employment, or payment in lieu of employment, for a specific length of time."

In manufacturing, Food and Beverages showed the most pronounced incidence of guaranteed employment or wages with nearly 15 per cent of all plant employees having these plans made available to them. (See Table 10.) In two other groups the proportion was about nine per cent, while in a further 11 groups the proportion was under five per cent. No plans were reported in three industry groups.

The exact duration of the guaranteed employment period can vary from one week upwards to a year. Apart from the

Total Manufacturing

	Est.	Empl.
	%	%
A. Extent of Guaranteed Employment		
Plans in effect	3.1	3.7
No plans	96.9	96.3
Total	100.0	100.0
 B. Period of Guaranteed Employment		
One week	70.0	76.6
2 or 3 weeks	2.4	.2
One month	9.6	5.1
3 to 6 months .....	.6	.1
One year	6.0	8.7
Other periods	11.4	14.3
Total	100.0	100.0
Total (No.)	166	28,284

three industry groups in which no guaranteed employment or wages plans were reported, and the establishments in Rubber Products which provided no information as to the nature of their plans, the most common guarantee period was one week. In the 13 industry groups where establishments provided information on the nature of their provisions, a one-week guaranteed employment period was predominant in nine groups. In two groups one month was the most common period, while in one other the predominant period was one year.

Provision for guaranteed employment was no more widespread when examined on the basis of the 14 sub-groups. (See Table 11.) For example, in six of these no guaranteed employment or wages plans were reported, while in five sub-groups such arrangements were available to under three per cent of the non-office workers. In Flour Mills incidence by number of non-office employees was nearly seven per cent, while in Malt Liquors, and Soaps, Washing and Cleaning Compounds incidence was 18 and 20 per cent respectively. An indication of the periods for which employment

Table 10 — Guaranteed Employment, by Manufacturing Industries, Non-Office Workers, April 1957

No.		INDUSTRIES															
		Total Manufacturing		Food and Beverages		Tobacco Products		Rubber Products		Leather Products		Textile Products (except Clothing)		Clothing (Textile & Fur)		Wood Products	
		Est.	Fmp1.	Est.	Emp1.	Est.	Emp1.	Est.	Emp1.	Est.	Emp1.	Est.	Emp1.	Est.	Emp1.	Est.	Emp1.
A. Extent of Guaranteed Employment																	
1	(1) Plans in effect	179	29,227	59	12,713	—	—	1	443	—	—	3	2,357	6	250	4	140
2	(2) No plans	5,618	763,414	847	74,259	18	8,037	31	14,755	172	16,177	243	45,444	544	53,391	688	55,617
3	(3) Total response	5,797	792,641	906	86,972	18	8,037	32	15,198	172	16,177	246	47,801	550	53,641	692	55,757
4	(4) No information given	308	12,312	52	1,344	—	—	2	164	11	912	15	766	34	2,528	28	825
5	(5) Total survey coverage	6,105	804,954	958	88,316	18	8,037	34	15,362	183	17,089	261	48,567	584	56,169	720	56,582
6	(6) Proportion (1) to (3) - (Per Cent)	3.1	3.7	6.5	14.6	—	—	3.1	2.9	—	—	1.2	4.9	1.1	.5	.6	.3
B. Period of Guaranteed Employment		%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
7	One week	70.0	76.6	77.2	79.4	—	—	—	—	—	—	33.3	76.4	40.0	74.5	—	—
8	2 or 3 weeks	2.4	.2	—	—	—	—	—	—	—	—	—	—	20.0	5.3	25.0	4.3
9	One month	9.6	5.1	10.5	7.9	—	—	—	—	—	—	—	—	—	—	25.0	55.0
10	3 to 6 months .....	.6	.1	—	—	—	—	—	—	—	—	—	—	—	—	25.0	28.6
11	One year	6.0	3.7	3.5	.1	—	—	—	—	—	—	33.3	17.4	20.0	7.2	25.0	12.1
12	Other periods	11.4	14.3	8.8	12.6	—	—	—	—	—	—	33.3	6.2	20.0	13.0	—	—
13	Total %	100.0	100.0	100.0	100.0	—	—	—	—	—	—	100.0	100.0	100.0	100.0	100.0	100.0
14	Total No. ¹	166	28,284	57	12,581	None	None	None	None	None	None	3	2,357	5	207	4	140

¹Some establishments reporting the existence of a plan gave no details about it. They are necessarily excluded from the total in Part B of this table, to which the percentages relate.

Table 10 — Guaranteed Employment, by Manufacturing Industries, Non-Office Workers, April 1957

INDUSTRIES																				
Paper Products		Printing and Publishing		Iron and Steel Products		Transportation Equipment		Non-Ferrous Metal Products		Electrical Apparatus & Supplies		Non-Metallic Mineral Products		Petroleum & Coal Products		Chemical Products		Miscellaneous Manufacturing		
Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	
																		No.		
3	272	19	2,603	7	976	57	3,777	1	10	4	4,434	3	198	—	—	11	985	1	69	1
278	69,553	387	24,975	790	132,032	522	106,372	171	40,459	172	47,681	219	21,498	50	9,797	308	28,760	178	14,607	2
281	69,825	406	27,578	797	133,008	579	110,149	172	40,469	176	52,115	222	21,696	50	9,797	319	29,745	179	14,676	3
19	106	24	628	26	875	33	2,391	8	311	6	122	13	268	7	—	21	679	9	393	4
300	69,931	430	28,206	823	133,883	612	112,540	180	40,780	182	52,237	235	21,964	57	9,797	340	30,424	188	15,069	5
1.1	.4	4.7	9.4	.9	.7	9.8	3.4	.6	.0	2.3	8.5	1.4	.9	—	—	3.4	3.3	.6	.5	6
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
50.0	21.1	76.4	69.0	66.6	85.9	72.8	55.9	—	—	100.0	100.0	100.0	100.0	—	—	44.5	43.0	100.0	100.0	7
—	—	5.9	1.4	—	—	1.8	.5	—	—	—	—	—	—	—	—	—	—	—	—	8
—	—	5.9	2.5	16.7	2.9	9.1	7.1	100.0	100.0	—	—	—	—	—	—	11.1	.7	—	—	9
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	10
50.0	78.9	5.9	9.5	16.7	11.2	1.8	.5	—	—	—	—	—	—	—	—	11.1	3.0	—	—	11
—	—	5.9	17.6	—	—	14.5	36.0	—	—	—	—	—	—	—	—	33.3	53.3	—	—	12
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	—	—	100.0	100.0	—	—	13
2	237	17	2,530	6	959	55	3,739	1	10	4	4,434	2	68	None	None	9	953	1	69	14

Table 11 — Guaranteed Employment, by 14 Sub-Groups in Manufacturing, Non-Office Workers, April 1957

No.		INDUSTRIES											
		Flour Mills		Malt Liquors		Tires and Tubes		Cotton Goods		Woollen Goods		Men's, Women's and Children's Clothing	
		Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
A. Extent of Guaranteed Employment													
1	(1) Plans in effect.....	1	196	2	1,298	—	—	1	410	1	147	4	96
2	(2) No plans.....	27	2,807	47	5,756	7	7,213	58	19,257	62	8,065	333	33,024
3	(3) Total response	28	3,003	49	7,054	7	7,213	59	19,667	63	8,212	337	33,120
4	(4) No information given.....	—	—	—	—	—	—	3	341	2	169	21	1,200
5	(5) Total survey coverage.....	28	3,003	49	7,054	7	7,213	62	20,008	65	8,381	358	34,320
6	(6) Proportion (1) to (3) — (Per Cent)	3.6	6.5	4.1	18.4	—	—	1.7	2.1	1.6	1.8	1.2	.3
B. Period of Guaranteed Employment		%	%	%	%	%	%	%	%	%	%	%	%
7	One week	—	—	—	—	—	—	—	—	—	—	—	—
8	2 or 3 weeks	—	—	—	—	—	—	—	—	—	—	33.3	20.8
9	One month	100.0	100.0	—	—	—	—	—	—	—	—	—	—
10	3 to 6 months	—	—	—	—	—	—	—	—	—	—	—	—
11	One year.....	—	—	—	—	—	—	100.0	100.0	—	—	33.3	28.3
12	Other periods.....	—	—	100.0	100.0	—	—	—	—	100.0	100.0	33.4	50.9
13	Total %	100.0	100.0	100.0	100.0	—	—	100.0	100.0	100.0	100.0	100.0	100.0
14	Total No. ¹	1	196	2	1,298	None	None	1	410	1	147	3	53

¹Some establishments reporting the existence of a plan gave no details about it. They are necessarily excluded from the total in Part B of this table, to which the percentages relate.

Table 11 — Guaranteed Employment, by Sub-Groups in Manufacturing, Non-Office Workers, April 1957

INDUSTRIES															No.	
Agricultural Implements		Aircraft and Parts		Motor Vehicles		Brass and Copper Products		Smelting and Refining Non-Ferrous Metals		Radios and Radio Parts		Paints and Varnishes		Soaps, Washing and Cleaning Compounds		No.
Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	No.
—	—	—	—	1	801	—	—	—	—	—	—	1	26	2	435	1
30	9,395	29	26,146	11	27,532	50	5,479	18	24,991	41	8,578	39	2,861	20	1,704	2
30	9,395	29	26,146	12	28,333	50	5,479	18	24,991	41	8,578	40	2,887	22	2,139	3
3	14	—	—	3	289	1	8	—	—	—	—	3	53	—	—	4
33	9,409	29	26,146	15	28,622	51	5,487	18	24,991	41	8,578	43	2,940	22	2,139	5
—	—	—	—	8.3	2.8	—	—	—	—	—	—	2.5	.9	9.1	20.3	6
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
—	—	—	—	—	—	—	—	—	—	—	—	—	—	50.0	2.5	7
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	9
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	10
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	11
—	—	—	—	100.0	100.0	—	—	—	—	—	—	100.0	100.0	50.0	97.5	12
—	—	—	—	100.0	100.0	—	—	—	—	—	—	100.0	100.0	100.0	100.0	13
None	None	None	None	1	801	None	None	None	None	None	None	1	26	2	435	14

GUARANTEED EMPLOYMENT OR WAGES — CONTINUED FROM PAGE 21

or wages are guaranteed in each of the 14 sub-groups is given in part B of Table 11.

Table 12 indicates that there was some tendency for the provision of guaranteed employment to be more frequent in large establishments. Thus, employee incidence ranged from just under three per cent in the smallest establishments to five per cent in the second largest-sized group. However, the positive correlation between establishment size and the extent of an employment or wage guarantee was not very high, since

in the largest-sized group employee incidence was only three per cent. The table also shows that the most frequent single provision throughout was a one-week guarantee, and that the incidence of the one-week period was greater in the larger establishments.

In summary, the provision of guaranteed employment to plant workers in the surveyed industries was not very widespread, and where such arrangements were in operation they were for the most part limited to a one-week guarantee.

Table 12 — Guaranteed Employment, by Size of Establishment, Non-Office Workers, April 1957

	ESTABLISHMENT SIZE											
	1 to 49 Employees		50 to 99 Employees		100 to 199 Employees		200 to 499 Employees		500 to 999 Employees		1,000 and over Employees	
	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.	Est.	Empl.
A. Extent of Guaranteed Employment												
(1) Plans in effect.....	80	1,832	35	2,698	29	4,167	22	7,233	10	6,695	3	6,602
(2) No plans.....	2,724	69,046	1,262	88,466	804	112,594	547	167,226	188	128,203	89	197,874
(3) Total response.....	2,804	70,878	1,297	91,164	833	116,761	569	174,459	198	134,898	92	204,476
(4) No information given.....	143	3,273	44	2,979	26	3,444	5	1,048	2	1,568	—	—
(5) Total survey coverage.....	2,947	74,151	1,341	94,143	859	120,205	574	175,507	200	136,466	92	204,476
(6) Proportion (1) to (3) — (Per Cent).....	2.9	2.6	2.7	3.0	3.5	3.6	3.9	4.1	5.1	5.0	3.3	3.2
	%	%	%	%	%	%	%	%	%	%	%	%
B. Period of Guaranteed Employment												
One week.....	63.9	67.1	87.4	88.7	57.2	60.0	71.5	68.4	90.0	88.0	66.7	81.1
2 or 3 weeks.....	5.6	4.2	—	—	—	—	—	—	—	—	—	—
One month.....	11.1	6.9	6.3	5.5	14.3	13.9	9.5	9.2	—	—	—	—
3 to 6 months.....	1.4	2.4	—	—	—	—	—	—	—	—	—	—
One year.....	8.3	5.5	—	—	7.1	7.3	9.5	9.6	—	—	—	—
Other periods.....	9.7	13.9	6.3	5.8	21.4	18.8	9.5	12.8	10.0	12.0	33.3	18.9
Total %.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total No. ¹	72	1,649	32	2,511	28	4,037	21	6,790	10	6,695	3	6,602

¹Some establishments reporting the existence of a plan gave no details about it. They are necessarily excluded from the total in Part B of this table, to which the percentages relate.

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